

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FINANCIAL YEAR 2023/2024**

### **INTRODUCTION**

This statement is made by Sun Pharma (U.K.) Limited ("**Sun Pharma**") which is a leading generics and speciality pharmaceutical company that is ultimately owned by Sun Pharmaceutical Industries Limited ("**Sun Pharma**"). Sun Pharma is incorporated in England & Wales, and is the local affiliate responsible for the group's sale and marketing of pharmaceutical products in the UK. Sun Pharma conducts business in accordance with the highest degree of integrity in compliance with applicable laws, which includes recognizing and respecting human rights. As part of the pharmaceutical industry, we recognise that we have a responsibility to take a robust approach to slavery, forced labour and human trafficking ("**Modern Slavery**"). The statement is made in accordance with Section 54 of the Modern Slavery Act 2015. We are committed to improving our practices to combat Modern Slavery.

### **ORGANISATION'S STRUCTURE AND BUSINESS**

Sun Pharma is incorporated in India and is listed on the Bombay Stock Exchange and the National Stock Exchange of India and is the ultimate parent company of the Sun Pharma group of companies ("**Sun Pharma Group**"). We are one of the largest specialty generic pharmaceutical companies providing high-quality, affordable medicines to patients in over 150 countries across the world. The Sun Pharma Group is supported by multiple manufacturing facilities spread across 6 continents and with R&D centres across the globe. The Sun Pharma Group has a multi-cultural workforce, with over 40,000 employees, comprising over 50 nationalities.

The Sun Pharma Group's business is the manufacture and sale of pharmaceutical products to hospitals, retail pharmacies and wholesalers across the globe.

### **OUR SUPPLY CHAIN**

Our supply chains includes (i) suppliers of direct materials (active pharmaceutical ingredients, manufacturing and packaging) and (ii) suppliers of indirect services (professional services, facilities, sales and marketing agencies and clinical research organisations).

We understand that our biggest exposure to Modern Slavery is in our product supply chain. All pharmaceutical products or components which are used in humans must comply with Good Manufacturing Practice (GMP) rules. To be GMP compliant, manufacturers must follow detailed rules and guidance regarding the quality of products they produce, their facilities and their staff. All manufacturing sites are subject to periodic inspections based on a risk assessment by applicable government regulators to check they are GMP compliant. It is intended that all potential new suppliers and manufacturers shall be subject to additional due diligence checks in the form of ethical/compliance audits conducted by or on our behalf.

No contract will be awarded to a supplier who is unable to comply with the Modern Slavery Act 2015. Sun Pharma prohibits all forms of slavery and human trafficking within our supply chains and businesses and any member of our supply chain found to be indulging in irresponsible, unfair and unethical business practices should be condemned and appropriate action shall be taken.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

As a business we recognise our responsibility to be aware of the risks of Modern Slavery within our own organisation and supply chain. Our governance framework flows from a set of policies of the Sun Pharma Group, which set the principles and behaviours that the company and all employees must adhere to. We are committed to ensuring that our suppliers hold a similar ethos.

Our Global Code of Conduct (“**Code**”) requires all Sun Pharma Group companies and employees to act in a professional and ethical manner and to respect and preserve the human rights of others. The Code also acknowledges that our responsibility does not end at our premises. We cascade these responsible practices across our entire value chain.

In addition to the Code of Conduct, our Whistleblowing policy encourages all employees to report concerns related to the direct activities, or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of Modern Slavery. The whistleblowing procedure is designed to be anonymous and easy to follow. Therefore, if there are any concerns relating to Modern Slavery these can be raised in confidence without fear of retaliation.

## **FURTHER STEPS & TRAINING**

We recognise the need to be vigilant and to identify potential exposure to Modern Slavery. We will ensure that our partners share the same zero tolerance attitude toward Modern Slavery and we will review our existing supply chain for compliance with the Modern Slavery Act 2015. In addition we intend to take the following steps:

**New Supplier Code of Conduct:** introduction of a responsible supplier code of conduct, which shall set out a number of key principles related to Modern Slavery.

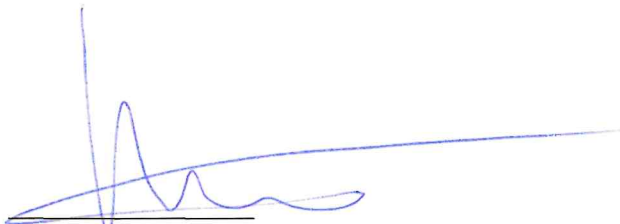
**Vendor Qualification Process:** all potential new suppliers and manufacturers shall be subject to due diligence checks, which shall include compliance with the UK Modern Slavery Act. In addition, all newly onboarded suppliers are requested to acknowledge and comply with Sun Pharma’s position on Modern Slavery and Global Code of Conduct in our supplier agreements.

**Increasing Awareness:** within the Sun Pharma Group, awareness of Modern Slavery is being raised through communications to ensure colleagues better understand the risks. In addition, all employees are required to acknowledge Sun Pharma’s Global Code of Conduct on an annual basis. The intention is that this will enable our staff to identify and flag concerns related to Modern Slavery and take action to mitigate such risks. Employees will be encouraged to report any concerns that they may have in line with our Whistleblowing policy.

**Training:** To ensure a high level of understanding of the risks of Modern Slavery in our supply chains and our business, we intend to develop training for our key employees, particularly those who are most likely to encounter such risks.

The policy will be periodically reviewed and updated as required to ensure that we maintain appropriate safeguards against the risks of Modern Slavery.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2024.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke extending to the right.

Hellen de Kloet  
Director of Sun Pharma (U.K.) Limited  
Date: 30 September 2024